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Attorneys for Director of Labor
and Industrial Relations

HAWAII LABOR RELATIONS BOARD

STATE OF HAWAII

In the Matter of DIRECTOR,) CASE NO. OSH 2004-1
DEPARTMENT OF LABOR AND)
INDUSTRIAL RELATIONS,) STIPULATION AND SETTLEMENT
) AGREEMENT; EXHIBIT A; APPROVAL
Complainant,) AND ORDER
)
vs.)
)
AKAMAI HOMES, INC.,)
)
Respondent.)
)

STIPULATION AND SETTLEMENT AGREEMENT

Complainant Director of Labor and Industrial Relations ("Director") and Respondent Akamai Homes, Inc. ("Respondent"), having reached a full and complete settlement of the above-captioned contested case presently pending before the Labor and Industrial Relations Appeals Board ("Board") stipulate and agree as follows:

On or about November 17, 2003, the Director, by and through the State of Hawaii's Occupational Safety and Health Division ("HIOSH"), inspected Respondent's

workplace located at Halahua Street, Kapolei, Hawaii 96707.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on January 5, 2004 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$2,100.00. *See* Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes ("HRS").
2. At all relevant times, Respondent maintained a workplace at Halahua Street, Kapolei, Hawaii 96707.
3. At all relevant times, Respondent was an employer, as defined in HRS § 396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirements of HRS chapter 396, the Hawaii Occupational Safety and Health Law.
4. Respondent agrees that it has or will abate each violation listed in the Citation, as modified below, in compliance with the abatement requirements under Hawaii Administrative Rule § 12-51-22. Respondent shall submit a completed abatement certification to HIOSH no later than seven (7) calendar days after final approval of this Stipulation and Settlement Agreement; failure to timely do so may result in additional penalties or follow up inspections.
5. The violations and corresponding characterizations as stated in the

Citation are amended as follows:

- a. Citation 1, Item 1, will be completely dropped; and
- b. Citation 1, Items 2 and 3, will remain as originally cited, but the penalty for each will be reduced by 50%.

6. The Director reduces Respondent's aggregate penalty from \$2,100.00 to \$700.00, which Respondent shall pay in full to the Director of Budget and Finance upon the execution of this Agreement.

7. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.


8. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

9. Respondent shall continue to comply with HRS chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

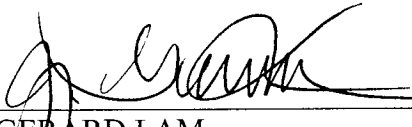
10. Nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

DATED: Honolulu, Hawaii, 6/21/04.

AKAMAI HOMES, INC.

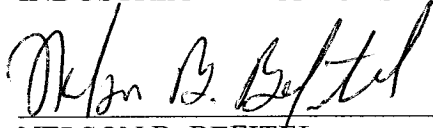

GEORGE W. THORP, JR.
President, Akamai Homes, Inc.

APPROVED AS TO FORM:



J. GERARD LAM
Deputy Attorney General
Attorney for Director of Labor and
Industrial Relations, State of Hawaii

DIRECTOR OF LABOR AND
INDUSTRIAL RELATIONS



NELSON B. BEFITEL

APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 103

DATED: July 7, 2004



BRIAN K. NAKAMURA, Chair



CHESTER C. KUNITAKE, Member



KATHLEEN RACUYA-MARKRICH, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
Honolulu, HI 96813
Phone: (808) 586-9110 FAX: (808) 586-9104



Certified Number: 7002 2030 0003 4049 0921

Citation and Notification of Penalty

To:

Akamai Homes Inc
and its successors
91-255 Kalaeloa Blvd
Kapolei, HI 96707

Inspection Number: 306264532 Hervie Messier

Inspection Date(s): 11/17/2003 - 11/17/2003

Issuance Date: 01/05/2004

OSHCO ID: U5995

Optional Report No.: 01004

Inspection Site:

Halahua St
Kapolei, HI 96707

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the law has occurred unless there is a failure to contest as provided for in the law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 4, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violation which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For Willful and Repeat violations, documents (example: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as Serious and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-55-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - you should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 01/05/2004. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, Honolulu, HI 96813 on _____ at _____. Employees and/or representatives of employees have a right to attend an informal conference.

STATE OF HAWAII

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division

Inspection Number: 306264532
Inspection Dates: 11/17/2003 - 11/17/2003



830 Punchbowl Street, Room 425
Honolulu, HI 96813

Issuance Date: 01/05/2004

Citation and Notification of Penalty

Company Name: Akamai Homes Inc
Inspection Site: Halahua St, Kapolei, HI 96707

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1926.302(b)(1) [Refer to chapter 12-127.1, HAR] was violated because:

There were no whips or other positive means to prevent the compressed air nailer tool from becoming accidentally disconnected from its hose, exposing employees to possible injuries from flying air lines.

29 CFR 1926.302(b)(1) states "Pneumatic power tools shall be secured to the hose or whip by some positive means to prevent the tool from becoming accidentally disconnected."

Location: Building under construction on lot 282

Date By Which Violation Must be Abated:
Penalty:

01/12/2004
\$700.00

Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1926.501(b)(13) [Refer to chapter 12-121.2, HAR] was violated because:

There were no guardrails on the open side, 2nd floor of the building on lot 269, exposing employees to injuries from falls.

29 CFR 1926.501(b)(13) states "Residential construction. Each employee engaged in residential construction activities 6 feet (1.8 m) or more above a lower level shall be protected from falling by the use of guardrail systems, safety net systems or personal fall arrest systems unless another provision in paragraph (b) provides for an alternative fall protection measure."

Location: Interior of building on lot 269

Date By Which Violation Must be Abated:
Penalty:

01/12/2004
\$700.00

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

STATE OF HAWAII

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division

Inspection Number: 306264532
Inspection Dates: 11/17/2003 - 11/17/2003



830 Punchbowl Street, Room 425
Honolulu, HI 96813

Issuance Date: 01/05/2004

Citation and Notification of Penalty

Company Name: Akamai Homes Inc
Inspection Site: Halahua St, Kapolei, HI 96707

Citation 1 Item 3 Type of Violation: **Serious**

29 CFR 1926.1052(c)(1)(ii) [Refer to chapter 12-154.1, HAR] was violated because:

There was no stairrail system along the unprotected sides of the stairway to the 2nd floor, exposing employees to possible fall hazards.

29 CFR 1926.1052(c)(1)(ii) states "Stairways having four or more risers or rising more than 30 inches (76 cm), whichever is less, shall be equipped with ... (ii) one stairrail system along each unprotected side or edge."

Location: Interior of building on lot 269

Date By Which Violation Must be Abated:
Penalty:

01/12/2004
\$700.00

Nelson B. Befitel

NELSON B. BEFITEL
DIRECTOR

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
Honolulu, HI 96813

**SUMMARY OF PENALTIES**

Company Name: Akamai Homes Inc
Inspection Site: Halahua St
Kapolei, HI 96707
Issuance Date: 01/05/2004

Summary of Penalties for Inspection Number 306264532

Citation 01, Serious = \$2,100.00

TOTAL PENALTIES = **\$2,100.00**

Make check or money order payable to the "Director of Budget and Finance." Please indicate the inspection number and dba, if company name is different, on the remittance. A fee of \$15.00 will be charged for any returned checks.

If receipt is desired, please indicate with payment; otherwise, your cancelled check will be your receipt.

RECEIVER: COMPLETE THIS SECTION

Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. Print your name and address on the reverse so that we can return the card to you. Attach this card to the back of the mailpiece, or on the front if space permits.

Article Addressed to: 306264532

Wayne Porter, Foreman
Akamai Homes Inc
255 Kalaeloa Blvd
Kapolei, HI 96707

COMPLETE THIS SECTION ON DELIVERY

A. Signature ☒ *W. Porter* ☐ Agent ☐ Addressee
B. Received by (Printed Name) *Akamai Homes Inc.* C. Date of Delivery *1/6/04*
D. Is delivery address different from item 1? ☒ Yes ☐ No
If YES, enter delivery address below:

3. Service Type
☐ Certified Mail ☐ Express Mail
☐ Registered ☐ Return Receipt for Merchandise
☐ Insured Mail ☐ C.O.D.

4. Restricted Delivery? (Extra Fee) ☐ Yes

Article Number
(Transfer from service label)

7002 2030 0003 4049 0921